

MISSION VISION GOALS VALUES

Idaho Board of Nursing... The Model for Excellence

- ♦ Excellence in Nurse Licensing
- ♦ Excellence in Nursing Practice
- ♦ Excellence in Nursing Education

Mission

The mission of the Idaho Board of Nursing is:

To regulate nursing practice and education for the purpose of safeguarding the health, safety and welfare of the public.

The Board of Nursing is created by legislative power and is mandated to fulfill this mission. The principal responsibilities of the Board include licensing qualified persons, determining and enforcing nursing practice standards, and establishing and enforcing criteria for nursing education programs. To fulfill these principal responsibilities, additional support responsibilities of governance, information exchange, and organizational support are recognized and necessary.

Vision

Idaho Board of Nursing... The Model for Excellence

- ♦ Excellence in Nurse Licensing
- ♦ Excellence in Nursing Practice
- ♦ Excellence in Nursing Education

The Board envisions continual pursuit of excellence: excellence in nurse licensing, nursing practice, and nursing education. To this end, excellence is validated by recognition for best practice, meeting or exceeding national standards, and application of benchmark strategies. Excellence is determined within the context of space and time, and may be influenced by inputs such as new knowledge, evolving science and technology, and dynamic partnerships. The Board is and will always be vigilant in maintaining or strengthening public safeguards while eliminating or preventing unnecessary barriers for Idaho's workforce.

Goals

To fulfill the mission and vision, the goals of the Idaho Board of Nursing are:

- ❖ Licensure: To license qualified persons for the practice of nursing
- ❖ Practice: To determine, communicate and enforce standards of conduct and standards of nursing practice
- ❖ Education: To determine, communicate and enforce standards for educational programs preparing nurses for practice at all levels
- ❖ Governance: To develop the organizational framework and culture that assures the accomplishment of the Board's vision, mission and goals
- ❖ Information Exchange: To facilitate information exchange between the Board and its colleagues, constituent groups, and other agencies in order to fulfill the Board's vision and mission.
- ❖ Organization: To ensure the organizational infrastructure to support the vision, mission and goals of the Idaho Board of Nursing

Values

The Board of Nursing has endorsed the following values for application within all Board activities and decisions, including those delegated to staff, appointed bodies, and contractors.

<u>Value Definitions</u>

Integrity Being honorable, forthright, and acting with conviction based

upon a firm intention to do the right thing for the right reason.

Accountability Taking responsibility to see that organizational processes are

consistently applied toward outcomes.

Collaboration *Working with others to reach solutions.*

Quality *Implementing best practices in all endeavors.*

Respect Acting with consideration and attentiveness in all

encounters.

Leadership *Using knowledge and experience to influence the perceptions,*

understanding and behaviors of others.

SUMMARY OF GOALS, PERFORMANCE MEASURES, AND OBJECTIVES

Idaho Board of Nursing Responsibilities

SUPPORT RESPONSIBILITIES (below)	Licensure*	Nursing Practice* and Discipline*	Nursing Education regulation of formal programs* provider of CE
Governance	\leftrightarrow	\leftrightarrow	↔
Information Exchange	↔	\leftrightarrow	\leftrightarrow
Organization*	\leftrightarrow	\leftrightarrow	↔

^{*} legislative mandate

Nurse Licensure Performance Measures

1. Number of Nurses Licensed: LPN RN APPN

By Exam/Initial By Endorsement By Renewal

By Reinstatement

2. License Categories Issued: LPN RN APPN

Temporary Renewable Emeritus Limited

Limited Temporary Lic

Specific Objectives Directed toward Nurse Licensure Goal Achievement

	Dicensure Goal Memovement
<i>Objectives</i>	Outcome Measure
Note: Bolded Items = strategic objectives	
L.1. To implement criminal background check (CBC) as	CBC incorporated seamlessly into licensure
a condition of initial and reinstatement licensure	procedures
L.2. To improve processes for	Increased efficiency in processing:
foreign nurse licensure:	■ ↓ staff time
■ ↓ time to process application	■ ↓ time from application to issuance
■ \ complexity for applicants	
■ ↓ unnecessary barriers	Increased satisfaction among applicants
L.3. To participate in APRN compact	Idaho adopts/implements uniform standards and compact
L.4. To regulate nursing assistants	100% of defined nursing assistant population licensed by
	2010 (if bill passed in FY 2008)
L.5. To facilitate interstate mutual recognition of RN,	Continued participation in Nurse Licensure Compact
LPN licensure	
L.6. To review and revise administrative rules related to	Rules reviewed and revisions completed, as necessary and
licensure, particularly	consistent with 5 year review schedule
Temporary	
Renewal and reinstatement	
• Exemptions	
Foreign grads	
L.7. Maintain ongoing licensure responsibilities for	Qualified nurses are licensed in a timely and cost-
license by	effective manner
■ Exam	
Endorsement	
Reinstatement (see also P.3 below)	
Temporary license	

Factors Which May Affect Nurse Licensure Goal Achievement

- Implementing Criminal Background Checks (CBC)
- Foreign nurse process
- APPN Compact could decrease the number of APPNs Licensed by IBON
- Yet to be determined APPN criteria for re-entry

Nursing Practice Performance Measures

1.	Complaints: # of complaints received	LPN	RN	APPN
2.	# of investigations initiated # of formal disciplinary proceedings Disciplinary Action # of licenses revoked # of licenses suspended # of licenses otherwise encumbered	LPN	RN	APPN
3.	# Monitored by PRN Program Board Referral Non-Board Referral	LPN	RN	APPN
4.	Cease and Desist Orders # of orders issued	Licensed		Non-Licenses

Specific Objectives Directed toward Nursing Practice Goal Achievement

Specific Objectives Directed toward Nursing Fractice Goal Achievement					
<i>Objectives</i>	Outcome Measure				
Note: Bolded Items = strategic objectives					
P.1. To measure the safety and effectiveness of the	Evidence that alternative program provides for public				
current PRN Program	protection				
P.2. Prevention of nursing practice errors in Idaho	Nursing practice errors are managed using Taxonomy of				
	Error: Root Cause Analysis Project (TERCAP) instrument				
P.3. Develop criteria for re-entry to practice for	Criteria for reentry to practice is applied uniformly for				
■ APPNs	APPNs				
■ RNs	■ RNs				
■ LPNs	LPNs				
(Also relates to Licensure Goal)					
P.4. To determine a process for assuring continued	Continued competence of licensed nurses is determined				
competence of licensed nurses					
P.5. To continue to address key issues affecting nursing	Complaints, phone calls, questions related to target issues				
practice	are assessed and trends identified				
2006-7 target issues:					
delegation by nurses					
delegation to nurses					
evolving practices (e.g. botox, laser)					
P.6. To review and revise administrative rules related to	Rules reviewed and revisions completed, as necessary,				
nursing practice	according schedule				
P.7. To impose action appropriate to violations of	The process for managing disciplinary complaints from				
statutes and rules	receipt to resolution is fair, efficient and appropriate for				
	public protection				
P.8. Evaluate APPN peer review participation	100% APPN compliance				

Factors Which May Affect Nursing Practice Goal Achievement

- TERCAP Participation
- Measurement of PRN program effectiveness
- Continued Competence measurement
- Nursing Assistant role (role definition TBD) to be integrated

Nursing Education Goal: To Determine, Communicate and Enforce Standards for Educational Programs Preparing Nurses for Practice at All Levels

Nursing Education Performance Measures

<u>Programs</u> LPN RN APPN

- 1. # of New Program Requests
- 2. # of Surveys Conducted
- 3. # of Programs Approvals Granted

Continuations

New Programs

4. Program Approvals

Initial (new program planning)

Provisional (new program implementation)

Continued

Conditional (Probationary)

Presumptive

Specific Objectives Directed toward Nursing Education Goal Achievement

Specific Objectives Directed toward Nursing Education Goal Achievement					
Objectives	Outcome Measure				
Note: Bolded Items = strategic objectives					
E.1. To assure that education program standards direct	Current standards are effective in directing quality				
quality education regardless of educational delivery	education; key issues are addressed and IBON role				
method	clarified.				
FY2006-2007 target issues					
distance, on-line, traditional and non-traditional					
programs					
faculty preparation					
 role and responsibility of the IBON (regulation verses 					
accreditation)					
,					
• articulation					
E.2. To grant initial and continuing approval of nursing	100% of nursing education programs meet criteria.				
education programs based on compliance with					
established criteria					
E.3. Continue to address key issues in nursing education	Key issues are addressed and IBON role is clarified.				
and determine the role for the Idaho Board of Nursing;					
FY2006-2007 Target issues:					
• NCLEX pass rates	 NCLEX aggregate pass rate for initial examinees is 				
Students with criminal backgrounds	>80%.				
Simucino with criminu ducing continuo	00,0				

Factors Which May Affect Nursing Education Goal Achievement

- Changing nature and methods of educational delivery
- Alternative education delivery related to clinical education, e.g. location of the patient population, simulation methods, decrease in available clinical sites, etc.

IBON Governance Goal: To Develop the Organizational Framework and Culture that Assures the Accomplishment of the Board's Vision, Mission and Goals

Governance Goal Performance Measures

1. Recognitions for Excellence

Internal Review External Review On-Site Review

2. Meetings

of Board meetings # of Committee meeting # Other

3. # of Development Activities

Board Staff

Specific Objectives Directed toward IBON Governance Goal Achievement

Specific Objectives Directed toward IDON Governance Goal Achievement					
Objectives	Outcome Measure				
Note: Bolded Items = strategic objectives					
G.1. To promote a model of policy governance	Organization assessment processes demonstrate				
	effectiveness of the Board philosophy of policy				
	governance				
G.2. To assure that Board self assessment supports the	All procedures and processes of the IBON are consistent				
Vision, Mission, Values, and Strategic Plan	with and support the Vision, Mission, Values and				
	Strategic Plan				
G.3. To implement the FY2006 Strategic Plan	FY2006 Strategic Plan is framework for the Board				
	operation and agency performance				
G.4. To assure Board competence related to roles and	CORE report reflects effective practice (meets or exceeds				
responsibilities	performance expectation)				
G.5. To assure public participation in policy decisions	Each major initiative considers and includes partnerships				
	with internal and external stakeholders				
G.6. To assure effectiveness and efficiency of APPNAC	Committees achieve identified charges				
and PRNAC					
2006/2007 target issues:					
PRN funding					
G.7. To assure Board participation in state and national	Public policy reflects Board input				
healthcare policy development activities					
(see L.5 also)					

Factors Which May Affect IBON Governance Goal Achievement

- Strategic Plan redesign
- Recently articulated Vision and Values
- Decisions made through National Licensing Compact Administrators (NLCA)

Information Exchange Goal: To Facilitate Information Exchange between the Board and its Colleagues, Constituent Groups, and other Agencies in Order to Fulfill the Board's Vision and Mission

Information Exchange Goal Performance Measures

- 1. # of activities conducted
- 2. # of activities attended
- 3. # of website hits
- 4. # of reports to national data banks
- 5. # of requests regarding Notice of Termination
- 6. Publications

Newsletters

Brochures

Specific Objectives Directed toward Information Exchange Goal Achievement

Objectives Note: Bolded Items = strategic objectives	Outcome Measure
I. 1.To increase public (all constituencies) awareness related to IBON mission and methods of operation	 Phone calls, request for information, questions reflect public understanding of IBON role Website hits Requests for participation in forums/media presentations Initial contacts reflect scope of IBON role, appropriate reports/complaints, requests for info and presentation
I.2 To educate public(all constituencies) regarding IBON role in public protection	 # of flyers distributed # and locations of media contacts and presentations Initial contacts reflect scope of IBON role, appropriate reports/complaints, requests for info and presentation
I.3. To enhance constituent ability to contact or communicate with the IBON from throughout the state	 Regional distribution and # of contacts to BON Increased and varied methods used to contact IBON
I.4.To improve effectiveness of methods of communication from IBON to public	IBON communication methods are effective and used by constituents
I.5. To maintain nurse licensure database incorporating technological efficiencies	Nurse licensure information is accurate, accessible, and appropriate within defined parameters

Factors Which May Affect Information Exchange Goal Achievement

- State of Idaho support, particularly technology support
- Technology hardware maintenance and replacement
- Software upgrades for public protection
- Access issues for large state; technology is critical to compensate for distances: phone system, computers

Organization Goal: To Ensure the Organizational Infrastructure to Support the Vision, Mission and Goals of the Idaho Board of Nursing

Organization Goal Performance Measures

1. # of Attorney Hours

General Counsel

Prosecuting

2. FTE's:

Administrative FTE

Support FTE

- 3. Hours of Temporary Employment
- 4. Contract Costs

Technology

Services

Projects

Specific Objectives Directed toward Organization Goal Achievement

Specific Objectives Directed toward Organization Goal Achievement					
Objectives	Outcome Measure				
Note: Bolded Items = strategic objectives					
O.1. To develop and maintain effective resource capacity:	 Operate with efficiency, using affordable, sustainable, 				
■ Time	human, financial and material resources				
Finances	 Maximize use of existing personnel and financial 				
Personnel	assets				
	 Assure sufficient resources to support all programs and services 				
O.2. To adequately support the IBON and facilitate the	 Information is timely and relevant 				
accomplishment of the Board's roles and responsibilities	 Atmosphere is conducive to accomplishing work 				
	 Travel support is achieved 				
	 Effective scheduling is accomplished 				
	 Appropriate counsel is provided 				
O.3. To assure the agency is meeting the expectations of	 Recognized for best practices through CORE Report 				
the public, licensees, legislature and Governor	 # of requests for consultation from other Boards and organizations 				
O.4.To assure that technology is relevant, efficient and	Organizational operation is enhanced by technology				
effective in support of all agency functions					
2006-2007 Target issues:	CORE report: a) timeframes short, b) accuracy high,				
Disaster Preparedness	c) cost effective				
Identity Protection					
■ APPN database					
• NURSYS"					
O.5. To assure staff and attorney(s) competence and	Staff and attorney(s) meet performance expectations				
confidence related to roles and responsibilities					
O.6. To compensate staff fairly and competitively	Staff compensation is consistent with job performance, service and market trends				
O.7. To maintain an office conducive to accomplishment	The office is publicly convenient, accessible, cost-				
of the purposes of the Board of Nursing	effective, and consistent with the desired image of the				
	Board				

Factors Which May Affect Organization Goal Achievement

- Staff salaries lower than market
- Space needs for mobility and size of meetings

Timeline for Strategic Issues

Timeline for Strategic Issues

	Project Initiation	Legislative Process Initiated	Stakehold	Change Strategic Plan (could affect stakeholder/		
			er Meeting Planned	legislation)		
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
L1	Prepare for Criminal Background Check	Implement				
L2		Foreign Nurse Process				
L3		Research Uniform Standards and APRN Compact	Introduce Uniform Standards Bill	Uniform Standards Rules Promulgation Introduce APRN Compact Bill Implement Uniform Standards	APRN Compact Rules Promulgate APRN Compact Implementation	
L4	Define Nursing Assistant Population	Stakeholder Meeting	Notice to Governor	Introduce Nursing Assistant Bill	Develop Education Program Criteria for Nursing Assistants *Nursing Assistant Rules Promulgate *Development of Education Program *Infrastructure Development *External Education	Implementation
L6		Review Revised Licensure Rules: Taskforce	Licensure Rules Promulgation			
P1	Measure Effectiveness of PRN Program	Measure PRN Program	5			
		*Partner *Current Resources				
	Prevention of Error - Continued Participation in TE RCAP 	*Set Target				
P3	APPN Re-entry Criteria	APPN Re-entry *Stakeholder Feedback *Establish Policy				
P4		Assuring Continued Competence *Appoint Task Force	Recommendations			
P5		Practice Target Issues 2005 *Delegation To *Delegation By *Evaluation Plan				
E1	Education Standards Review *Appoint Task Force	Education Standards Review *Report to Board				

E3		Education Target Issue —	→			
		*NCLEX				
		*Students with Criminal Background				
		Students with Chillinal Dackground				
G2	Board Congruence with Vision,	Revise Policies & Procedures				
02	Mission, etc	Complete Self-Assessment with				
	MISSIOH, ELC					
		Revised Process				
C3	Board Education re: Strategic Plan					
03						
	D					
	Determine how evaluation of Strategic					
	Plan will be done					
G6		Research PRN Funding				
11		Increase Public Awareness-Enhance	Track Trends	Plan IBON Centennial		
		Web Site		. id.i ibb.i bolitoriilar		
		WOD SILC				
12		Educate Public:	Educate:			
		*Media Contacts	re: Website			
		*Flyers	Track Trends			
		*New Audiences	Message of the Month			
13			Increase Contact with Board:			
			*Call-in Facilitating			
01		Maintain Resource Capacity:				
		Determine Workload/ Work Force				
		Issues				
		License Fee Rule Promulgation		Achieve 8 Month Fund	Achieve 10 Month Fund	Achieve 12 Month Fund
		Achieve 6 Month Fund Balance				
				Balance	Balance	Balance
03	Ensure Meeting Expectations					
	of all "Publics":	 				
	CODE Depart					
	CORE Report					
	Tracking Requests for					
	Consultation					
04		Technology related to				
- '		*Disaster prepardness				
		*Identity Protection				
		*ADDALDatabase				
		*APPN Database				
		*NURSYS				
•		•				-

GOAL: TO LICENSE QUALIFIED PERSONS FOR THE PRACTICE OF NURSING

Objective	Outcome Measure	Interim Target	Actions	Responsibility Assigned	Timeframe	Board Responsibility
L.1. To implement criminal background check (CBC) as a condition of initial and reinstatement licensure	CBC incorporated seamlessly into licensure procedures	n/a	 Establish process with FBI Develop Policies and procedures Forms Staff 	Staff	Jan 1, 2005 Mar 1, 2005 May 1, 2005 Jun 30, 2005 Implement: July, 2005	FY2005: Monitor accomplishment of objective via quarterly updates
L.2. To improve processes for foreign nurse licensure: ■ ↓ time to	Increased efficiency in processing: time time from	↓ time from application to issuance by 30% by FY 2008	Analyze current processes to determine problem areas and opportunities for improvement	Staff	July 1, 2005	Monitor progress
process application ■ ↓ complexity for applicants	application to issuance Increased satisfaction		 Research and identify alternative processes Develop forms Develop staff 	StaffStaff	Sep 30, 2005 Jan 1, 2006	Review and approve proposed process changes
■ ↓ unnecessary barriers	among applicants		 Pilot test proposed changes 	Staff	Jan 1, 2006	Monitor results annually beginning FY2007

Objective	Outcome Measure	Interim Target	Actions	Responsibility Assigned	Timeframe	Board Responsibility
L.3. To participate in Advanced Practice Registered Nurse Compact	3. To participate in Idaho adopts Uniform Standards		Research proposed compact and uniform standards (US)	Staff	FY 2006	Approve intent to adopt uniform standards and compact, and determine appropriateness to proceed
Сотрист	and implements Compact		Determine appropriateness to proceed, if approved	Board and staff	FY 2007	appropriateness to proceed
			Adopt Uniform Standards	Board	FY 2007	
			Notice to Governor to amend (US) the Nurse Practice Act	Staff	FY 2007	
			■ Introduction of Bill (US)	Staff	Jan 2007	
			Rule promulgation (US)	Board and Staff	July 1, 2007 (if passed)	Approve and set for rule-making
			Notice to Governor to amend (Compact) the Nurse Practice Act	Staff	FY2008	
			Implementation of Uniform Standards	Board and Staff	FY2008	
			Introduction of Bill (Compact)	Staff	Jan 2008	
			Rule promulgation (Compact)	Staff	July 1, 2008 (if passed and project on track)	Approve and set for rule-making
			Implementation of Compact	Staff	FY2009	

Objective	Outcome Measure	Interim Target	Actions	Responsibility Assigned	Timeframe	Board
L.4. To regulate nursing assistants	100% of defined nursing assistant	Tanget	To define population to be regulated	Board	Begin May 2005; defined May 2006	Board determination and approval
	population licensed by 2010 (if bill passed in FY 2008)	Stakeholder meetings have occurred by May 2006	 Identify and involve interested stakeholders Conduct stakeholder meetings 	Board and Staff	Oct 2005-May 2006	Representation
	F1 2008)		Determine appropriate to proceed		Nov 2006	
			 Notice to the Governor 	Staff	FY2007	
			 Introduction of Bill 	Staff	Jan 2008	
			Development of Educational Program criteria	Board	FY 2009 (If passed is 2008)	Approve criteria
			Rules promulgated	Board and Staff	FY 2009 (if passed)	Approve and set for rule-making
			Development of educational programs for affected curricular involvement	Staff collaborate with educational entities	FY 2009	Oversight

Objective	Outcome Measure	Interim Target	Actions	Responsibility Assigned	Timeframe	Board Responsibility
L.4. To regulate nursing assistants (continued)		All groups have been addressed	■ Infrastructure development	Staff	Completed by 2010 FY 2009	Monitor via updates to Board Board representation, as necessary
		Jan1, 2010: 100% of defined population licensed FY 2010	◆ Educators		FY 2010, if passed in 2008	CELEBRATION!

Objective	Outcome Measure	Interim Target	Actions	Responsibility Assigned	Timeframe	Board Responsibility
L.5. To facilitate interstate mutual recognition of RN, LPN licensure	Continued participation in Nurse Licensure Compact	n/a	 Collaborate with other states implementing the Nurse Licensure Compact Participate as an active member of the nurse Licensure Compact Administrators Organization 	Staff	Ongoing	Oversight
			 Analyze the impact of the Nurse Licensure Compact on practice, discipline and Board operation in Idaho 			Monitor annually
			Assist other states in adoption of compact			Informed via updates
L.6. To review and revise administrative rules related	Rules reviewed and revisions completed,	n/a	Review and recommend for revision to Board	Task Force of Board	FY 2006	Oversight of TF
to licensure, particularly Temporary renewal and	as necessary, consistent with 5 year review schedule		Rule revision, if necessary	Staff	FY2007	
reinstatement exemptions	year review senedure		Approving and setting rules	Board		Approval
• foreign grads			Promulgation processEducation, as necessary	Staff		
			 Implementation 		FY 2007	Oversight

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
	Measure	Target		Assigned		Responsibility
L.7. To maintain ongoing licensure responsibilities for license by Exam Endorsement Reinstatement Temporary License	Qualified nurses are licensed in a timely manner	Within parameters for accepted performance as measured by CORE report	 Maintain current operations Respond to staff suggestions for performance improvement 	Staff	Ongoing in a timely manner	Oversight, respond to exceptions

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board Responsibility
	Measure	Target		Assigned		
P.1. To measure the safety and effectiveness of the current PRN Program	Evidence that alternative program provides for public protection	Published research report provides direction; evidence based measures are defined for continued monitoring	Participate in research projects(s) Advocate for and with NCSBN Partner with researchers, institutions and other agencies Commit personnel and resources	Staff	20052006 no later than July 1, 2006	To be informed and advocate for participation with stakeholders and partners, as necessary
P.2. Prevention of nursing practice errors in Idaho	Nursing practice errors are managed using Taxonomy of Error: Root Cause Analysis Project (TERCAP) instrument	TBD after first data set	Continued participation in TERCAP Project analysis synthesis local conclusions and plan	Staff	2005	 Advocacy Review data reports when available Establish future action, including Strategic Plan changes, as necessary

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board Responsibility
	Measure	Target		Assigned		ı v
P.3. To develop criteria for re-entry to practice for APPNs RNs LPNs	Criteria for reentry to practice is applied uniformly for APPNs RNs	n/a	 Analyze national trends and research findings Develop criteria Coordinate feedback from stakeholders throughout state 	APPN Advisory Committee		Oversight to APPNAC; Adopt Criteria
	LPNs		Establish policy	Board	Jan 1, 2006	Adopt policy
P.4. To determine a process for assuring continued competence of licensed nurses	Continued competence of licensed nurses is determined	n/a	Appoint a Task Force and charge to Research national initiatives/trends Provide feedback, and Make recommendation(s) to Board	Board; Staff support to TF	Aug 2005FY 2007	Appoint/charge TF; Provide oversight to TF Act upon TF recommendations and establish next steps; including adjusting Strategic Plan, as necessary

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
	Measure	Target		Assigned		Responsibility
P.5. To continue to address key issues affecting nursing practice 2006-7 target issues: delegation by nurses delegation to nurses evolving practices (e.g. botox, laser)	Complaints, phone calls, questions related to target issues are assessed and trends identified	Annual report of data	 Continue to identify trends related to nursing practice Track number of complaints, phone calls, and requests for information and programming 	Staff	ongoing	Review and respond to exceptions
P.6. To review and revise administrative rules related to nursing practice	Rules reviewed and revisions completed, as necessary according to schedule	n/a	Review and recommend revision to Board	Task Force, if necessary Staff support to Task Force	FY 2006	Oversight of TF, if necessary
P.7. To impose action appropriate to violations of statutes and rules	The process for managing disciplinary complaints from receipt to resolution is fair, efficient and appropriate for public protection	CORE report outcomes	 Receive, investigate, substantiate and resolve disciplinary complaints in a timely manner Inform the public about procedures for reporting concerns and public complaints related to nursing practice Analyze cost and effectiveness of disciplinary procedures 	Staff	Ongoing	Oversight; provide direction as necessary

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
	Measure	Target		Assigned		Responsibility
P.8. Evaluate APPN peer	100% APPN	n/a	 Audit compliance with peer review 	Staff	Sep 1 2005;	Oversight via staff
review participation	compliance		in concert with APPN practice audit		then	reports
			Per law:		ongoing	
			Phase I-100% attestation		q 2 year:	
			Phase II 10% desk/process		2007, 2009	
			Phase III 10% site visit			

GOAL: To Determine, Communicate, and **Enforce Standards** for Educational Programs Preparing Nurses for Practice at all Levels

Goal: To Determine, Communicate and Enforce Standards for Educational Programs Preparing Nurses for Practice at All Levels

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board Responsibility
	Measure	Target		Assigned		
E.1. To assure that education program standards direct quality education regardless of educational delivery method FY2006-2007 target issues distance, on-line, traditional and non-traditional programs faculty preparation role and responsibility of the IBON (regulation verses accreditation) articulation	Current standards are effective in directing quality education; key issues are addressed and IBON role clarified.	n/a	Convene Rules Revision Committee: Assess rules in relation to NCSBN model rules distance, on-line, traditional and non- traditional programs Gather data and research issue as necessary Report and recommend to the Board	Board appoints Committee; Staff support to Committee	Spring 2005; Report to Board by Nov 2005	Oversight to the Committee Approval of Plan; If changes needed, update Strategic Plan to address rule making, consider stakeholders, etc.
E.2. To grant initial and continuing approval of nursing education programs based on compliance with established criteria	100% of nursing education programs meet criteria	n/a	 Review educational programs as required in defined criteria Assure that proposed and established nursing education programs meet defined criteria 	Staff	Ongoing	Grant approval

Goal: To Determine, Communicate and Enforce Standards for Educational Programs Preparing Nurses for Practice at All Levels

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
-	Measure	Target		Assigned		Responsibility
E.3. Continue to address	Key issues are addressed and	n/a	 Review, research 	Staff	Ongoing	Establish position, as
key issues in nursing	IBON role is clarified		issues			necessary
education and determine the role			 Gather data 			Provide oversight
for the Idaho Board of Nursing;						
FY2006-2007 Target issues:			 Formulate 	Board		
 NCLEX pass rates 	 NCLEX aggregate pass 		position			
 Students with criminal 	rate for initial examinees is					
backgrounds	>80%		 Provide direction 	Staff		
_			to school(s)			

GOAL: To Develop the Organizational Framework and Culture that Assures the accomplishments of the Board's Vision, Mission and Goals.

Goal: To Develop the Organizational Framework and Culture that Assures the Accomplishment of the Board's Vision, Mission and Goals

Objective	Outcome	Interim	Actions	Dosnonsihility	Timeframe	Board
Objective			Actions	Responsibility	Timeirame	
G.1. To promote a model of policy governance G.2. To assure that Board self assessment supports the Vision, Mission, Values, and Strategic Plan	Measure Organization assessment processes demonstrate effectiveness of the Board philosophy of policy governance All procedures and processes of the IBON are consistent with and support the Vision, Mission, Values and Strategic Plan	n/a n/a	 Implement the Board's policy governance model Continually assess Board effectiveness (see below) Review BON processes and decisions to assure internal congruence with vision, mission, values, and strategic plan (e.g. to include Board meetings, disciplinary process) Review and revise policies to assure congruence Review and revise self assessment instrument and procedure in relation to vision, mission, values and 	Board Board appointed subcommittee; staff support subcommittee	By FY2006; revisions completed by FY2007; then reviewed annually	Responsibility Determine governance policy model Appoint Subcommittee; Receive report, and Determine action related to recommendations
G.3. To implement the FY2006 Strategic Plan	FY2006 Strategic Plan is framework for the Board operation and agency performance	By July 2006	 strategic plan Board education related to Strategic Plan Determine how Board will monitor and evaluate progress and success of vision, mission, values, and strategic plan 	Board and Staff Board	Process set by July 2006, and then ongoing	 Live values; Work toward vision; Accomplish mission. Evaluate and update strategic plan

Goal: To Develop the Organizational Framework and Culture that Assures the Accomplishment of the Board's Vision, Mission and Goals

Objective	Outcome Measure	Interim Target	Actions	Responsibility Assigned	Timeframe	Board Responsibility
G.4. To assure Board competence related to roles and responsibilities	CORE report reflects effective practice (meets or exceeds performance expectation)	New Board member evaluations: 1 yr report indicates ↑ confidence and skill	 New Board member orientation is timely, relevant and effective Develop new Board member mentoring program Continuous Board education: a) Issue specific b) Group Process and priority development, e.g. via Board retreat c) determine a Board education development plan 	 Staff Board with staff support Board determines issues staff determines process 	At each appointment a) FY2006 b)FY2006 c)FY 2007	See actions
G.5. To assure public participation in policy decisions	Each major initiative considers and includes partnerships with internal and external stakeholders	n/a	Develop and/or enhance partnerships (targeted groups/individuals)	Board and staff	ongoing	Identification of stakeholders for each major initiative, and engage partnerships as necessary

Goal: To Develop the Organizational Framework and Culture that Assures the Accomplishment of the Board's Vision, Mission and Goals

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board Responsibility
	Measure	Target		Assigned		-
G.6. To assure effectiveness and efficiency of APPNAC and PRNAC 2006/2007 target issues: PRN funding	Committees achieve identified charges	Research PRN FY 2007 funding	 Provide direction and/or redirection, as necessary including specific assignments Appoint members to Committees Determine issues relative to APPN and PRNAC 	Board	Ongoing	 Determine effectiveness and efficiency of APPNAC and PRNAC in achieving assigned charge Monitor continuous achievements and efficiencies
G.7. To assure Board participation in state and national healthcare policy development activities	Public policy reflects Board input	n/a	 Participate in meetings and forums regarding health care planning and decision making Increase Board participation in a variety of policy making arenas Develop collaborative relationships with individuals, groups and organizations to address present and future healthcare in Idaho Maintain positive relationships with key policy makers and others who influence policy 	Board and Staff	Ongoing	Determine and direct representation

GOAL:

To Facilitate Information Exchange between the Board and its Colleagues, Constituent Groups, and Other Agencies in Order to Fulfill the Board's Vision and Mission.

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Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
-	Measure	Target		Assigned		Responsibility
I. 1.To increase public (all constituencies) awareness related to IBON mission and methods of operation	 Measure Phone calls, request for information, questions reflect public understanding of IBON role Website hits Requests for participation in forums/media presentations Initial contacts reflect scope of IBON role, appropriate reports/complaints, requests for info and presentation 	Types of inquiries, who places inquiry and nature of inquiry changes from general sorting to appropriate specific issue	 Enhance website to be user friendly, always current, always accurate, and pertinent to trends in information requests Set up tracking process and preliminary evaluation of trends in request s for information Plan for IBON Centennial 	 Assigned Management assistant Staff Board and staff 	 FY 2006 FY 2007, then ongoing FY 2009 	Responsibility Informed via quarterly report; Provide direction regarding trends Leadership

Goal: To Facilitate Information Exchange between the Board and Its Colleagues, Constituent Groups, and Other Agencies in Order to Fulfill the Board's Vision and Mission

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
	Measure	Target		Assigned		Responsibility
I.2 To educate public (all constituencies) regarding IBON role in public protection	 # of flyers distributed # and locations of media contacts and presentations Initial contacts reflect scope of IBON role, appropriate reports/complaints, requests for info and presentation 	Requests for presentation or media come from "new" audiences by FY2007	 Reach new audiences and geographic areas via media contacts, flyers distributed and formal presentations. Inform all contacts regarding website Set up tracking process and preliminary evaluation of trends in requests for presentation Annual report to Governor and other targeted groups Press releases, as appropriate Establish "message of the month" for all presentations by staff/Board 	Staff	 FY2006 FY2007, then ongoing FY2007, then ongoing ongoing ongoing 	Informed via quarterly report; Provide direction regarding trends

Goal: To Facilitate Information Exchange between the Board and Its Colleagues, Constituent Groups, and Other Agencies in Order to Fulfill the Board's Vision and Mission

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
	Measure	Target		Assigned		Responsibility
I.3. To enhance constituent ability to contact or communicate with the IBON from throughout the state	 Regional distribution and # of contacts to BON Increased and varied methods used to contact IBON 	TBD	 Research feasibility and benefits of a "call-in" portion of Board and task force meetings, i.e. toll-free access to Board meeting/TF meeting at a specific time and/or alternatives Implement, if feasible Evaluation of method chosen related to # of contacts, geographical distribution of contacts, and cost/contact 	Staff	FY2007TBDTBD	 Review feasibility data Determine how/if to proceed
I.4.To improve effectiveness of methods of communication from IBON to public	IBON communication methods are effective and used by constituents	Newsletter is evaluated; Changes are tracked	 Evaluate current effectiveness of Newsletter and assess needs for change (e.g. content, format, target audience, distribution, cost) Consider feasibility of outsourcing printing and distribution 	Staff	FY2006	Decision

Goal: To Facilitate Information Exchange between the Board and Its Colleagues, Constituent Groups, and Other Agencies in Order to Fulfill the Board's Vision and Mission

Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
	Measure	Target		Assigned		Responsibility
I.5. To maintain nurse licensure database incorporating technological efficiencies	Nurse licensure information is accurate, accessible, and appropriate within defined parameters	By FY2007, consistent with • Homeland Security, • Nurse licensure	 Maintain awareness of current technologies Maintain and upgrade technological tools, as needed and appropriate Obtain technological 	Staff	ongoing	Oversight
	•	Practice Compact, State requirements	tools to protect privacy and confidentiality Analyze needs of public and assure multiple access methods (e.g. verbal/manual verses computer generated) Review and revise			
			minimum data set for expected database Analyze minimum data set for expected database			

GOAL:

To Ensure the Organizational Infrastructure to Support the Vision, Mission and Goals of the Idaho Board of Nursing

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Objective	Outcome	Interim	Actions	Responsibility	Timeframe	Board
	Measure	Target		Assigned		Responsibility
O.1. To develop and maintain effective resource capacity: Time Finances	 Operate with efficiency, using affordable, sustainable, human, 	Re finances: unqualified opinion rendered on	 Determine workload/workforce issues Initiate license fee rule 	Management assistantStaff	FY 2006 FY 2006	InformedSupport
• Personnel	financial and material resources Maximize use of existing personnel and financial assets Assure sufficient	triennial audit Re fund balance: 6 mo 2006	promulgation Develop a long-range strategic forecast to support licensure fee projections for the future Identify and maintain	• Staff	Ongoing	Participate in forecasting
	resources to support all programs and services	8 mo 2008 10 mo 2009 12 mo 2010	outside contracts for selected projects Increase the BON fund balance to 12 mo.	Board with staff supportEx Director	Ongoing Achieved by	ApproveOversight
			Operating held in reserve	LA Director	2010	Oversight
O.2. To adequately support the IBON and facilitate the accomplishment of the Board's roles and responsibilities	 Information is timely and relevant Atmosphere is conducive to accomplishing work Travel support is achieved Effective scheduling is 	Feedback from meeting self- assessment is addressed	Evaluate the effectiveness of current reporting systems and processes: Appropriate combination of external and internal reporting Timeliness Varied perspective	Staff	Begin 2005	Actively engage in evaluation; Provide feedback and suggestion
	accomplished Appropriate counsel is provided		Determine changes in methods/processes, if needed Implement		FY2006 FY2006, then ongoing	

Goal: To Ensure the Organizational Infrastructure to Support the Vision, Mission and Goals of the Idaho Board of Nursing

Objective	Outcome Measure	Interim Target	Actions	Responsibility Assigned	Timeframe	Board Responsibility
O.3. To assure the agency is meeting the expectations of the public, licensees, legislature and Governor	 Recognized for best practices through CORE Report # of requests for consultation from other Boards and organizations 	Improvement in disciplinary category	 Active participation in NCSBN CORE (Commitment to Ongoing Regulatory Excellence) Project Annual review of CORE data 	Staff	Ongoing	Be informed; determine action as necessary
O.4. To assure that technology is relevant, efficient and effective in support of all agency functions 2006-2007 Target issues: Disaster Preparedness Identity Protection APPN database NURSYS"	Organizational operation is enhanced by technology CORE report: a) timeframes short, b) accuracy high, c) cost effective	n/a	 Implement the organization's IT plan Consider IT solutions to enhance program efficiency 	Staff	Ongoing	Informed quarterly; Annual approval of IT Plan; Advocate, as appropriate and necessary
O.5. To assure staff and attorney(s) competence and confidence related to roles and responsibilities	Staff and attorney(s) meet performance expectations	n/a	 Implement processes of ongoing continuing education for staff, for example: incorporate annual retreats as a means of staff development and assessment Develop a written plan for staff/attorney orientation to core knowledge/skill expectations Develop written orientation packet, reference materials, mentoring processes for all new/newly promoted staff Identify external opportunities to enhance knowledge and skills 	Ex director/ Management Assistant	Ongoing	Informed

Goal: To Ensure the Organizational Infrastructure to Support the Vision, Mission and Goals of the Idaho Board of Nursing

Objective	Outcome Measure	Interim Target	Actions	Responsibility Assigned	Timeframe	Board Responsibility
O.6. To compensate staff fairly and competitively	Staff compensation is consistent with job performance, service and market trends	n/a	 Research market trends for professional and support staff job categories Develop policy to link 	Management Assistant	FY2006	Review and provide oversight;
			staff compensation to performance, and service, and market trends Develop a plan for compensation adjustment	■ Ex Director	FY2006	■ Support plan
				■ BON/ED	FY2007	 Adopt policy
O.7. To maintain an office conducive to accomplishment of the purposes of the Board of Nursing	The office is publicly convenient, accessible, cost-effective, and consistent with the desired image of the Board	n/a	 Analyze office space and efficiency needs for anticipated agency growth 	Ex director	Ongoing	Informed
	Ü		 Initiate office redesign ad expansion to accommodate staff/program expansion 		FY 2006	
			 Negotiate long-tern lease based on Dept of Administration specifications 		FY 2007	